



Sustainability report of THERMOTEX NAGEL GmbH



Taking responsibility - shaping the future

As a medium-sized family business and specialist in textile labelling solutions, sustainability is far more than just a buzzword for us. It is an integral part of our corporate policy and the guiding principle of our actions.

We take responsibility - for our employees, our environment and for resource-saving processes in our collaboration with our customers and partners.

Our sustainability report is based on three central pillars: Social - Environmental - Product

1. Responsibility for people & workplace

Our employees are the heart of THERMOTEX. That's why we invest in a healthy, safe and respectful working environment:

- **Ergonomics & occupational safety:** From production to the office, we rely on modern, ergonomic workstations and comprehensive occupational safety measures.
- **Health promotion:** We create a healthy working environment with fresh fruit and filtered drinking water. Hansefit gives our employees access to over 2,500 sports and health programmes.
- **Social commitment:** We regularly support social projects and specifically examine co-operations with workshops for people with disabilities and social employment initiatives.
- **Promoting young talent:** We are actively committed to the future of the region through apprenticeships and internships.

Our motto: Only those who feel comfortable can work successfully in the long term.

2. Responsibility for the environment & resources

We are committed to the careful use of resources and make our processes as energy-efficient and environmentally friendly as possible:

- **Our own photovoltaic system:** It covers 57% of our annual electricity requirements, saving around 90 tonnes of CO₂ per year. By consistently switching to LED lighting, we are further reducing energy consumption.
- **Regional added value & short delivery routes:** 78% of our procurement turnover comes from Germany or neighbouring countries. This not only strengthens the regional economy, but also reduces emissions thanks to short transport routes.
- **Conserving resources through the circular economy:** We use material made from recycled plastic for our shipping and use innovative packaging solutions such as WaveWrap for small goods to avoid plastic air and padding material, which can also be reused.
- **Water-saving production & recycling concepts:** Our processes are optimised to minimise water consumption, complemented by a comprehensive waste separation and recycling concept.
- **No generation of harmful emissions:** Our production processes are emission-free - no environmentally harmful emissions are produced.
- **Digitalisation instead of business trips:** We reduce journeys and emissions through remote support and digital customer advice.

For us, sustainability means actively working to reduce our ecological footprint - step by step, day by day.

3. Responsibility for products & processes

Our products and services stand for quality, durability and sustainable solutions in textile labelling:

- **Durable & repair-friendly products:** Right from the development stage, we pay attention to robust materials, modular design and the possibility of maintenance and repair - granting a long service life.
- **Sustainable technologies:** We specifically focus on environmentally friendly processes and materials in textile labelling. One example of this is our water-based 'AquaFlex' emblem, which offers a resource-saving alternative to conventional production methods. We are continuously developing our portfolio of sustainable transfer and labelling solutions.
- **Transparency & certifications:** Our quality management is certified according to DIN EN ISO 9001. We also offer OEKO-TEX®-certified products and fulfil REACH, RoHS and CE directives.

This combination of quality, innovation and environmental awareness enables us to offer our customers sustainable and cost-effective solutions.

Quality, transparency & reliability

Our sustainability measures are embedded in a comprehensive quality management system:

- Certification according to DIN EN ISO 9001 for customer-orientation, resource conservation & innovative strength.
- OEKO-TEX® STANDARD 100 certified products
- Compliance with **REACH, RoHS, POP** and **CE directives** for product safety and environmental compatibility.
- Avoidance of PFAS in production and products: Reducing the environmental impact and enabling solutions that are harmless to health

Our claim: Sustainable solutions with responsibility

At THERMOTEX, we are convinced that sustainability is not about sacrifice, but about progress. With consistent measures and a holistic approach, we help to harmonise ecological, social and economic responsibility - for our customers, for our employees and for our environment.

